



Military Health Systems (MHS) Human Capital Best Practices

- ☒ **Army**
- ☐ **Navy**
- ☐ **Air Force**
- ☐ **PHS**
- ☐ **VA**

Best Practice Title: Army Master of Social Work Program

Purpose of this document: Best practices related to human capital and health care are being identified in the services. When an effective practice is identified, the MHS Human Capital Office or one of it's affiliated tri-service working groups will interview Points of Contact familiar with the best practice and create an executive summary so other services can see, at a glance, practices that may be beneficial to them. The MHS Human Capital Office will make these best practices available to all services, to recognize hard work and innovation and help the other military services benefit from it.

If you know of an innovative or best practice in your organization that you would like to see highlighted and recognized, please contact:

Jennifer Anderson, MHS Office of Human Capital

Best Practice: Army Master of Social Work Program

☐ Basic
☒ Advanced

☒ Military
☒ Civilian

Executive Summary

Description/Summary: The Army has partnered with Fayetteville State University to offer a military specific accelerated master's of social work program. This program is completed in 9 or 14 months (depending on the applicants initial educational background and academic phase), followed by a 24 months clinical internship. Students finish the program with all the credentials (clinical experience and independent practitioner license) work in the field. (For more information, see Army brief).



Reason the Practice was implemented:

Because of the surge in deployments in recent years, many more behavioral health professionals are needed to assist with war-related and other behavioral health complications. Graduates of this program will be prepared with advanced clinical skills that can be utilized in a variety of military specific environments.

Challenges:

Some have questioned the use of the GRE to screen applicants. However, the GRE has proved to be a good indicator of whether students can handle the rigor of the program.

Outcome:

This effort will grow talent internally to fill vacant positions. This internal talent will be trained to understand the unique military environment. The program graduated 15 students in 2009 and will be bringing in up to 30 students (active duty Army, DA Civilians, Army National Guard, and Army Reserve Medical Service Corps officers) annually, ensuring the Army meets it's mission requirements to increase the number of behavioral health providers in the Army Medical Department inventory.

Stakeholders:

Surgeon General champion the initiative

Resources Needed:

Program is funded by the Medical Command. Ongoing resources include 5 PhD Instructors, 1 PhD Supervisor, 1 Clinical Coordinator and 1 Educational Technician

For additional questions or to suggest a best practice, please email the MHS Office of Human Capital:

humancapitalofficeideas@tma.osd.mil

